



East Longmeadow Public Schools 2019-2020 SMART Goals

What are SMART Goals?

Specific (states what is to be accomplished)

Measurable (objectively assessed)

Attainable (yet challenging)

Relevant (essential to improving student achievement)

Timely (clear timelines are set)

Every student is reflected in the SMART goals

District Mission

Our mission in the East Longmeadow Public Schools is to promote achievement and accountability in all endeavors as we educate today for the challenges of tomorrow.

District Theory of Action

If WE strengthen core instruction within a safe, nurturing, and respectful learning environment and develop collaborative leadership across the school district,

Then...

WE will prepare students who possess strong 21st Century Skills: our students will leave ELPS with effective communication skills, the ability to work collaboratively, think critically, and problem solve.

SMART Goal - Supporting the Whole Child: Focusing on Academics, Social & Emotional Ed., and Cultural Responsiveness

All ELPS staff will create a safe, nurturing, and respectful learning/working environment in which students are supported in developing the knowledge, skills (academic and social), and the mindset to become resilient and culturally-proficient citizens.



End of Year Benchmarks:

- 90% or higher of students will report in end-of-year surveys that their school is a safe and comfortable learning environment
- 90% or higher of staff will report in end-of-year surveys that they work in a safe and respectful working environment
- The District Chronic Absenteeism rate will decrease to under 5%



SUPPORTING THE WHOLE CHILD

KEY ACTION STEPS:

Key Action Steps:	Measurements:
1. The ELPS District Equity and Diversity Steering Committee will help guide the District in its work to continue to build the capacity of all staff to create safe, welcoming, and supportive places and programs for all students and families	<ul style="list-style-type: none">● In partnership with The Center for Leadership and Educational Equity, this committee will generate a report with action steps to make this a reality.
2. ELPS Leadership Team will continue to strengthen existing community partnerships and seek to develop new partnerships to support this goal	<ul style="list-style-type: none">● Artifacts from work with a variety of community organizations, including new partnerships.

Key Action Steps:	Measurements:
<p>3. The ELPS Leadership Team will support all staff in embedding into their instruction the five core competencies of social and emotional learning: Self-awareness, Self-management, Social awareness, Relationship skills, and Responsible decision-making Social & Emotional Learning in MA</p>	<ul style="list-style-type: none"> ● Tracking of Professional Development survey data
<p>4. The ELPS Leadership Team, through the 2019 - 2020 operational budget, will continue to support each school in building stronger, collaborative, and supportive cultures and provide targeted support for individual students or groups of students when needed</p>	<ul style="list-style-type: none"> ● Budget breakdown of expenditures on SEL materials, mentors, teachers, and professional development; VOCAL survey data

District SMART Goal - Instructional Practice:

100% of ELPS teachers will engage students in relevant and innovative 21st Century learning experiences to ensure that all students are prepared to contribute responsibly and succeed in a global community.



End of Year Benchmark:

- **90% or more of ELPS staff report understanding of elements within a 21st Century Learning Environment**



INSTRUCTIONAL PRACTICE

KEY ACTION STEPS:

Key Action Steps:	Measurements:
<p>1. The ELPS Leadership Team will work to provide professional development for teachers in all buildings to support the full integration of the use of Chromebooks (ELPS 1:1 Program) as a daily support and instructional tool for all students to access the curriculum.</p>	<ul style="list-style-type: none">● Records of school and District trainings; survey data that includes teacher feedback on levels of understanding and implementation connected to support provided.
<p>2. The ELPS Leadership Team will continue to support all staff in using technology to differentiate instruction in order to allow all students, at all grade levels to engage the curriculum at their current skill level.</p>	<ul style="list-style-type: none">● Personalized learning data in district applications (Lexia, Albert i-o, i-Ready, ST Math, etc.)● Teacher survey data on tools utilization● Student survey on personalized learning and needs met.



KEY ACTION STEPS

Key Action Steps:	Measurements:
3. District professional development will support all staff in providing student-centered instruction that incorporates 21st century skills and promotes active, authentic learning experiences (e.g. Collaboration, Critical Thinking, Problem Solving, Communicating).	<ul style="list-style-type: none">• Record of Professional Development Offerings• School committee learning walks focus on evidence of 21st century skills in action during school visits

District SMART Goal - Continuous Learning & Achievement

All students will be challenged and supported to achieve a high standard of academic performance and growth through the implementation of a standards-based instructional program aligned to MA Curriculum Frameworks (and National Standards where appropriate).



End of Year Benchmarks:

- **Maintain Aggregate Student Growth within the Typical Growth Range of 40% - 60%**
- **Meet State Targets on Student Achievement as Set By the State**



CONTINUOUS LEARNING AND ACHIEVEMENT

KEY ACTION STEPS:

Key Action Steps:	Measurements:
<p>1. The District/Schools will implement standards-based curriculum in all academic subjects aligned to current MA Curriculum Frameworks (or national standards where applicable). All members of the ELPS Leadership Team will continuously monitor revisions made by the Dept. of Elementary and Secondary Education. This will drive the ongoing collaborative work with ELPS Dept. Heads, Academic Coaches, and Teachers to revise curricular scope and sequences.</p>	<ul style="list-style-type: none">Artifacts of process and product from around the the District: Review, Revise agreed-upon priority standards and drafts of scope and sequences (K-12)



KEY ACTION STEPS

Key Action Steps:	Measurements:
2. LPS Leadership Team will utilize the the implementation of the ELPS 1:1 Program to provide more opportunities for students to engage and master the Digital Literacy and Computer Science Standards.	<ul style="list-style-type: none">School committee building visits focus on evidence of opportunities for students to learn and master the skills outlined in the Digital Literacy and Computer Science Standards
3. District and school leaders will work with each school to continue professional learning from peers through teacher-led professional development and peer observation.	<ul style="list-style-type: none">Number of PD led by staff for district-wide and school-based; documentation of school-based peer observation



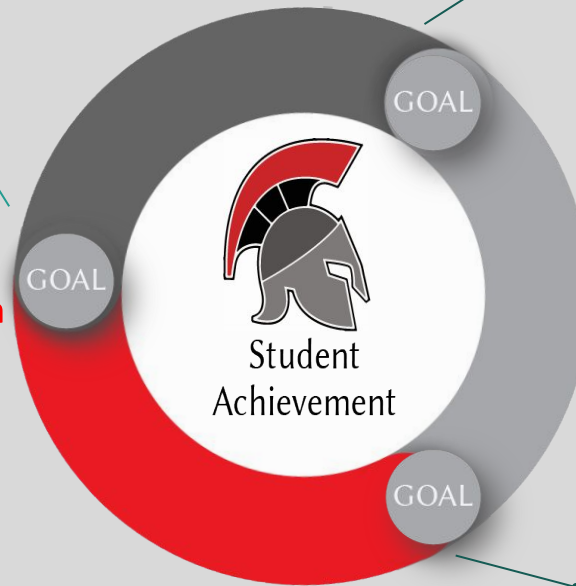
KEY ACTION STEPS

Key Action Steps:	Measurements:
4. District and school leaders will support teachers in collaborative planning by scheduling common planning time to examine student data to inform instruction, to monitor progress, and determine mastery of priority standards.	<ul style="list-style-type: none">• Provide examples of collaborative time; Data meeting artifacts; work with DMG

ELPS SMART Goals for 2019-2020

Supporting the Whole Child: Focusing on Academics, Social & Emotional Ed., and Cultural Responsiveness

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Instructional Practice Goal

100% of ELPS teachers will engage students in relevant and innovative 21st Century learning experiences to ensure that all students are prepared to contribute responsibly and succeed in a global community.

Continuous Learning & Achievement Goal

All students will be challenged and supported to achieve a high standard of academic performance and growth through the implementation of a standards-based instructional program aligned to MA Curriculum Frameworks (and National Standards where appropriate).